

Brownhills School



ANTI-BULLYING POLICY

Our school seeks to provide an environment which is stable, well ordered and disciplined. We expect children to behave with courtesy, common sense and respect for others. This principle should govern students' behaviour in class, around the building and on their way to and from school. It follows, therefore, that we will not accept any form of bullying or intimidation by a student or group of students upon another. Bullying may be defined as "continual behaviour by one or more people that produces damaging or hurtful effects physically or emotionally to an individual". This is not acceptable at BROWNHILLS SCHOOL.

We should never dismiss a student's complaint that she/he is being bullied or intimidated believing that the child is being "over-sensitive", that she/he brought about the incident upon herself/himself or that she/he "should stand up for herself/himself more". We should not underestimate the traumatic effects that bullying can have upon a child.

Bullying can take a variety of forms from name calling to the threat or use of physical violence

Bullying includes:

- Exclusion from the group
 - Harassment
 - Malicious gossip/stirring
 - Name-calling
 - Physical abuse
 - Teasing
 - Threatening behaviour and any behaviour meant to cause distress to another person
- **How much/how often?**

A one-off incident may not be bullying
A minor incident that is repeated is bullying
 - **Why?**

We have to understand the difference between rough play, a genuine accident, a snap remark and bullying

BROWNHILLS SCHOOL is committed to combating all bullying behaviour through:

- A programme of education where all students/students are encouraged to develop respect for themselves and others. The school recognises the detrimental effect on students/students who may experience bullying and will work actively to minimise the risks. The Pastoral programme and PSHE/Citizenship will give everyone the opportunity to discuss bullying and its consequences and to think about bullies, victims and witnesses in order to raise awareness of the need for a safe, caring environment. Members of our community are encouraged to take responsibility to treat one another with respect and to avoid behaviour that would constitute bullying.
- Producing a structured disciplinary system which is understood by all students/students and staff.
- Developing a system which supports both victims and bullies

- All members of the school community being aware of bullying as an issue and report incidents or concerns to the appropriate staff.

1.1.1.1.1.1 Combating Bullying Behaviour

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- Promoting an atmosphere of "IT'S OK TO TELL", through the communication of the policy to staff, students/students, parents and the wider community.
- Examining the preventative measures, such as the school environment, procedures and practices in an effort to reduce the risk of bullying.
- All staff and children being encouraged to listen out for instances of bullying
- Ensuring that all reported incidents of bullying are recorded.

Exception will be made where the incident needs more urgent investigations.

1.1.1.1.1.2 Dealing with Incidents

- Staff, parents and students/students must actively support the school's policy by reporting all incidents, or any suspected bullying activities that the victim may be afraid to report.
- All individuals involved will be interviewed. The expected outcome of this is that students acknowledge their own behaviour.
- In applying sanctions to deal with the situation, the school's Behaviour and Discipline Policy will be implemented as appropriate to the incident; this may include verbal reprimand, break-time detention, teacher's own detention, lunchtime detention, letter to parents, interview with parents, whole day isolation. These sanctions are not to be seen as progressive but rather as responses to the severity and/or duration of the incident.
- Parents will be involved in all situations where the school's Behaviour and Discipline Policy has been broken.
- Victims will be made aware of the sanctions that are being used. If appropriate, the bully and victim will be counselled together.
- There will be appropriate support offered to bullies and victims. This may involve outside agencies.

1.1.1.1.1.3 Parents

Parents can play a vital role by stressing to their child the importance of social behaviour.

Parents are asked to actively support the Anti-Bullying Policy by informing the school of any concerns they have regarding victims or bullies.

All staff will therefore....

- Utilise both formal and informal learning opportunities to communicate our policy on bullying and provide advice to students on what to do should they experience bullying or have knowledge of bullying affecting other students.
- Use the Pastoral programme to give everyone the opportunity to discuss bullying and its consequences, thinking about bullies, victims and witnesses in order to raise awareness of the need for a safe, caring environment. Students have a responsibility

to treat one another with respect and to avoid behaviour that would constitute bullying

- Be vigilant in their observation and in their day-to-day conversations with students to discover any incidents of bullying which might take place.
- Report any incident or suspicion of bullying to the student's tutor and Progress Leader using the referral system.

Director of Learning/Progress Leader will....

- Act promptly upon any incident or suspicion of bullying by interviewing the students concerned to establish the nature of the bullying and who is involved.
- Assure the students how seriously we view such behaviour and that action will be taken – supportive counselling may be appropriate if the student is upset.
- Encourage the student to report any repetition of the incident by the bully or any of his/her friends.
- Interview the student(s) who have undertaken the bullying making it clear that such behaviour is totally unacceptable, setting an appropriate punishment and explaining that future behaviour will be monitored very closely to ensure that there is no repetition of the incident. It will be appropriate, in most cases, to speak to parents to explain what has occurred and asking for their support in backing up what has been said. It may also be appropriate to inform and involve a member of the Senior Leadership Team. In the case of students who appear to be developing a pattern of this behaviour the Progress Leader and Senior Leadership Team will meet to formulate strategies for further investigation, monitoring and guidance which may involve involvement with outside agencies.
- All incidents of bullying will be recorded on SIMS.

Implementation of this policy is the responsibility of all staff but with specific responsibilities and courses of action (as detailed above) placed upon the Director of Learning/Progress Leaders and senior staff. It also lays clear obligations upon students and parents.

Monitoring and Review of this policy and its effective implementation will be undertaken by Progress Leaders, Senior Leadership Team and the Governing Body.